

**RESOLUTION AUTHORIZING PERFORMANCE-BASED SALARY ADJUSTMENTS
AND ADJUSTMENT OF THE COMMISSIONER'S PAY PLAN RANGES**

WHEREAS, the Board of County Commissioners has not approved salary adjustments for non-represented employees since 2007; and

WHEREAS, the Board wishes to provide for performance-based salary adjustments for non-bargaining unit employees of the Hamilton County Board of County Commissioners and other Hamilton County agencies and elected offices non-retroactively, effective June 20, 2013, and adjust the minimums and maximums of the Pay Plan for participants in the County's Pay Plan; and

WHEREAS, the total annualized departmental costs for adjustments shall not exceed 3% of 2013 budget appropriations for employee compensation; and

WHEREAS, bargaining units currently in negotiations with the Board of County Commissioners regarding 2013 compensation rates are excluded from this action pending the outcome of negotiations; and

WHEREAS, the Commissioners will revise department appropriations in November in conjunction with all year-end budget adjustments;

NOW THEREFORE BE IT RESOLVED by the Board of County Commissioners of Hamilton County, Ohio, that departments may award performance-based salary adjustments to County employees and adjustment to the Commissioner's Pay Plan ranges according to the parameters described in the preceding clauses; and

BE IT FURTHER RESOLVED the Commissioner's Pay Plan range minimums and maximums will be adjusted by 2% to more accurately reflect up-to-date salary ranges for employees; and

BE IT FURTHER RESOLVED that the Clerk of the Board certify copies of this resolution to all department heads under the Board of County Commissioners, all elected officials and all heads of independent boards and commissions.

ADOPTED at a regularly adjourned meeting of the Board of Commissioners of Hamilton County, Ohio this 12th day of June, 2013.

Mr. Hartmann _____

Mr. Monzel _____

Mr. Portune _____

CERTIFICATE OF CLERK

IT IS HEREBY CERTIFIED that the foregoing is a true and correct transcript of a resolution adopted by the Board of County Commissioners in session the 12th day of June, 2013.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Office of the Commissioners of Hamilton County, Ohio, this 12th day of June, 2013.

Jacqueline Panioto, Clerk
Board of County Commissioners
Hamilton County, Ohio